

OUTLOOK

A WEEKLY NEWSPAPER FOR FACULTY AND STAFF AT THE UNIVERSITY OF MARYLAND AT COLLEGE PARK

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Cohen Appointed First College Park Ombuds Officer

The Faculty Grievance Procedure, passed by the Campus Senate April 30, 1990 and approved by the president, creates the ombuds officer and specifies that that person is to act as: "a neutral and impartial officer to provide confidential and informal assistance to faculty and administrators in resolving concerns related to their work...the Ombuds Officer serves as a counselor, fact-finder, mediator, and negotiator, but not as an advocate for any party to a dispute."

Sociology faculty member Barbara Meeker headed the search for the university's first ombuds officer.

Joel Cohen, selected as the first College Park ombuds officer, is a member of the mathematics faculty. He has served as Faculty Guild head and was a member of the Campus Senate executive committee.

The following is an interview with Cohen by *Outlook* editor Roz Hiebert.

Q. Do many universities have this position?

A. No. A few universities may have an ombuds officer who is not a faculty member, but I don't know if any have a faculty member. Maryland is certainly one of the

first. I feel that the independence of a full professor is important to my ability to do a complete and impartial job.

Q. What is an ombuds officer?

A. Someone who can cut through and get to the heart of a problem immediately and find a way to try to start to resolve it. The official position was created to direct the new grievance procedure.

Q. When does it start?

A. As of September 19, 1991.

Q. What will your responsibilities be?

A. It will be my job to deal with all

grievances. There is a formal procedure, but early in the procedure, a person can come to the ombuds officer and talk. At that point, I think the most important part of the job will probably be mediation. We'd like to handle things as informally as possible. That will always be my aim.

Q. Are you an ombuds officer for faculty alone?

A. Yes. But once I get settled, I will try to develop a list of resources

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State Funds Reduced for Third Year In Next Year's Proposed Budget

The fiscal 1993 current people services (CPS) budget request was approved by the Board of Regents on September 27. Reflecting the unrelenting budget shortfall in the state, the budget proposal contains a major reduction in state general funds support to the university for the third successive year. The asking budget, which must be approved by the Maryland Higher Education Commission, the governor and the legislature before taking effect, reveals that state general funds next year will represent 36.7 percent of the UM System's total budget compared with 44.1

percent in its original FY '91 budget.

For College Park, the series of budget cuts over the past two years, along with the reductions in the asking budget for next year, represent an accumulated effect of an 18 percent reduction from the FY 1990 base.

In his statement to the regents, President William E. Kirwan described the mounting effects of the budget crisis at College Park, saying that with each successive cut,

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College of Education Professors Honored



J. Edward Andrews Jr. (left) and Barbara Finkelstein were recently honored for their individual contributions to the field of education. Andrews, a visiting professor, has received the 1991 Distinguished Alumni Award. This award is presented by the University of Maryland chapter of Phi Delta Kappa and the College of Education and its Alumni chapter. Finkelstein, professor in the Department of Education Policy, Planning, and Administration and Director of the International Center for the Study of Education Policy and Human Values, has been awarded a research fellowship from the Japan Society for the Promotion of Science. For more information on Finkelstein, see the story on page 6.

How to Find the Grievance Procedures Document

If you have network access and can telnet on your computer:

1. Type: telnet info.umd.edu and hit <enter>.
2. At login prompt type: info and hit <enter>.
3. At terminal type prompt, type: <enter>.
4. Follow the menu commands to "view." Select: U of Maryland. Hit <enter>. Select reports. Hit <enter>. Select grievance.txt. Hit <enter>.
5. You'll see the Grievance Procedures document.

If you have questions or problems finding the Grievance document, call the Computer Science Center consultants at 405-1500.

Memorial Service to be Held for Ed Azar

An inter-faith memorial service for the late Edward E. Azar will be held Tuesday, Oct. 15 at 3 p.m. at the West Chapel on the College Park campus.

Azar, a professor in the Department of Government and Politics and the founding director of the Center of International Development and Conflict Management (CIDCM), passed away at his home

in Washington, D.C. in June.

In addition to directing the activities and programs of CIDCM, Azar, who came to the university in 1981, taught an undergraduate course in the Government and Politics of the Middle East and a graduate seminar in the Analysis of Protracted Social Conflict for many years.

Azar was a noted scholar in the field of international relations and conflict management. His last work, *The Management of Protracted Social Conflict: Theory and Cases*, was published in 1990.

A reception will be held at the Rossborough Inn following the memorial service.

Regents Approve FY '93 Budget Request

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the university will lose more outstanding students and highly respected faculty.

"We'll have to start all over building the institution...This is the moment of truth for the State of Maryland. Does it care about its future? Does it care about the young people of the State of Maryland?" he said.

The budget document states the need for additional state revenues, saying that if program reductions slated for next year are to be avoided, there should be an increase in state revenues from additional taxes, with a portion of the revenues dedicated to the University System.

Regents Alton and Arabian concurred with the System chancellor and College Park president in asking that the legislature look for ways to solve the budget shortfall. Regent Alton said, "If there is no special session to consider a revenue shortfall, then the problem cascades. As leaders and citizens, it is incumbent upon each of us to go to our legislator and say it is unconscionable for them not to go into special session to look at this situation."

College Park's State-Supported budget request for FY '93 is \$338,457,401, an overall increase of \$7.6 million, (2.3 percent) above this year's working budget. It includes a minimal 1.25 percent merit increment for faculty and professional staff.

The budget includes:

- a \$4.2 million decrease in state general funds (2 percent reduction), due to the loss of \$23.4 million in general funds for cost containment, an increase of \$17.2 million for essential expenditures, and \$2 million to replace revenue lost by the enrollment reduction plan;
- a special funds increase of \$12.6 million to be derived from the proposed 17.6 percent increase in undergraduate student tuition and increases in student health and academic services fees;
- and a federal funds decrease of \$749,787 related to adjustment in indirect cost recovery revenues.

The \$23.4 million reduction in state general funds will be made up by:

- an increase of \$11.3 million in net tuition revenue from the proposed 17.6 percent tuition hike;
- elimination of 241 staff positions, resulting in salary and fringe benefit savings of \$8 million;
- reduction of part-time non-faculty personnel, resulting in a \$1.4 million savings;
- general fund offset of \$2 million for downsizing;
- increases in other non-general fund revenues of \$677,635.

Essential expenditures include: mandatory base adjustment, including salary increments and operating inflation, \$6.6 million; facilities renewal restorations, \$5.2 million; maintenance of effort, \$2.2 million; and operating and equipping new facilities, \$2.7 million.

In addition to funding these requirements, \$1.4 million of the increased student tuition revenue will be used for financial aid to students.

The regents amended the tuition policy so that the proposed tuition hike, if approved, will be considered a surcharge. The issue will be revisited by the regents in considering the fiscal 1994 budget.

The regents also approved a "Restoration List" for submission to the state identifying programs requested for reinstatement of general funds as the budget request is developed by the governor. The list, limited to the required \$62 million general fund reduction for the entire System, has precedence over the Over the CPS Request. The list asks for the replacement of tuition revenue equal to about 12 percent of the 16 percent average tuition increase; for a System-wide reinstatement of expenditure reductions amounting to \$31.4 million that could be used by institutions to apply to their individual priorities; and for College Park, the reinstatement of \$9.6 million in enhancements.

The regents also approved an Over the CPS Request of \$26.4 million. This is a statement of resources needed by the university to

continue its effort to achieve and sustain national eminence.

The Over the CPS request calls for additional funding for enhancing historically black institutions (\$3.8 million); enhancing research and graduate and professional programs in the Baltimore area (\$4.7 million); improving educational opportunities for adults (\$3 million); advancing research on the environment and biotechnology (\$1.7 million); veterinary medicine for College Park (\$775,000); technology transfer initiatives at College Park and Baltimore (\$250,000, with \$125,000 for College Park), and merit salary adjustments (\$12 million), 4 percent. Of the merit increase, the Over the CPS proposal says that only minimal funds were available for merit in fiscal '91 (1.25 percent), no funds in fiscal '92, and minimal funding (1.25 percent) is proposed for fiscal 1993.

College Park would receive \$4.6 million in merit salary adjustments if the Over the CPS request were to be funded—which is unlikely at this point.

Roz Hiebert

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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Letters to the editor, story suggestions, campus information & calendar items are welcome. Please submit all material at least three weeks before the Monday of publication. Send it to Roz Hiebert, Editor Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4621. Electronic mail address is outlook@pres.umd.edu. Fax number is (301) 314-9344.

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Faculty Ombuds Officer Appointed Following Senate Committee Search

An Ombuds officer search committee, composed of Stephen Brush (History and IPST); James Grunig (Journalism); Anne MacLeod (College of Library and Information Services); Barbara Meeker (Sociology); and Marvin Scott (Kinesiology) was appointed by the Campus Senate in spring semester 1991. MacLeod and Grunig had previously served on the Senate committee to establish a grievance procedure. The committee began work on April 1, 1991 and submitted a report to President Kirwan on July 19, 1991. Professor Joel Cohen of the mathematics department was appointed by President William E. Kirwan in September.

NEWS

First Campus Ombuds Officer Shares Views

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where others can go for various kinds of help. The most difficult thing for anyone is knowing where to go with a problem to try to start solving it.

Q. Why were you chosen for this job?

A. Probably because I was president of the Faculty Guild, and I handled exactly the same kinds of things that I expect I'm going to be handling as ombuds officer.

Q. Are you going to concentrate on academic issues as opposed to emotional, psychological, or other kinds?

A. I don't want to draw a specific line, because I'd rather have someone call me and I'd say I can't do that, rather than someone not call me when I could have helped. I want to be inclusive rather than exclusive and listen to associate and classified personnel and try to direct them to appropriate places for help—students too, if I can.

Q. Can you give me some examples of situations you might expect to deal with?

A. There will be situations such as when a person is denied leave, so they will come to me and ask, "Did they have a right to deny me leave? Is there something I can do about it?" Perhaps a person has done great work this year but he/she got a smaller than average raise. "What's going on?", I would ask.

For promotions, there's a totally separate process. Officially, I don't have anything to do with that process, but I would be able to direct someone where to file a grievance or show them the rules governing promotion.

Q. What about racial discrimination, sexual harassment, problems of that sort?

A. We have the Human Relations Office. If someone comes to me with a case usually handled by that office, I would say, "Have you talked to Gladys Brown?"

Q. Will you direct them to the appropriate site and not handle cases directly?

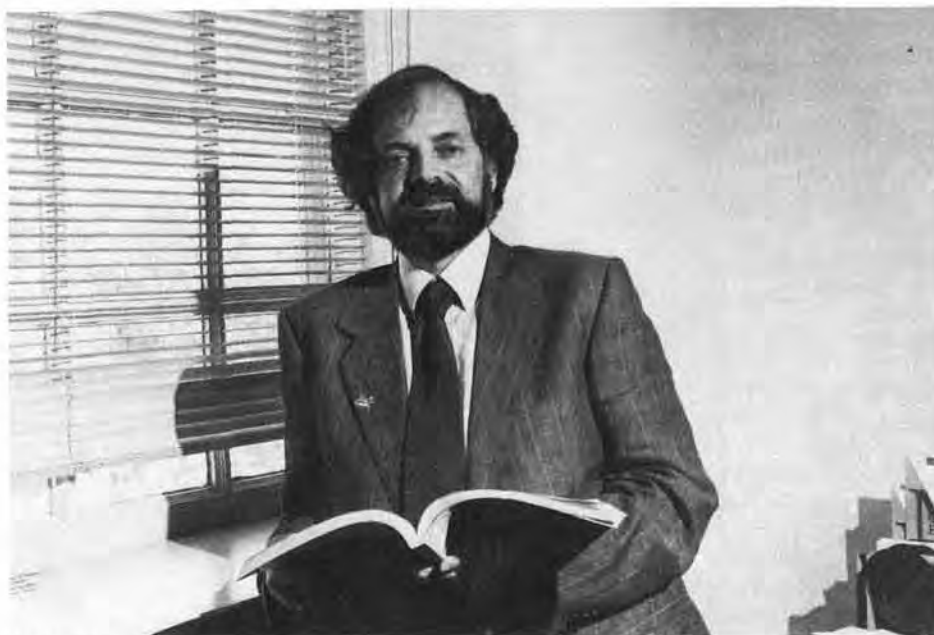
A. I may or may not. Someone may say they don't want to deal with an office I have suggested. That's fine. In most cases, people have a choice. But I won't send anyone away. I would give them information and leave the choice up to them. But mediation is going to be the main process.

Q. What do you mean by mediation?

A. Informal action. I like to talk more than I like to sit down and write. I like to head off situations before they become major problems.

Q. You're talking about personal relationships being very important in the ombuds process?

A. Yes. Many problems that hap-



Joel Cohen

pen are not because some administrator is willfully doing something wrong. Sometimes it is because he or she simply has not thought about a specific issue or doesn't know that they are supposed to do something. So many things of this sort can be handled through simple explanation.

Q. What if you stumble into cases that are criminal or that somebody should be told about?

A. I will have a lawyer. That lawyer will be only for this office, and there will be absolute guarantees that what he/she does for this office will be apart from any other legal matters they conduct.

Q. How long will you hold this job?

A. The original document called for no time limit. I suggested that a finite term wouldn't be a bad idea. The time period is three years.

Q. How much time do you put into the job?

A. Theoretically, it is supposed to be quarter-time. That relieves me of one class, but that hasn't started this semester because I had already agreed to teach the courses I'm currently teaching. If it turns out that there are many cases, we'll shift the percentage of time.

Q. What about crank calls or people who are chronic complainers?

A. I'm going to talk to them and see if I can get to the root of a complaint. I see myself as an advocate for making sure that a person is heard fairly. I want to make sure that nobody ever has something happen because they didn't know what their rights were.

Q. What will be the toughest things you are going to handle?

A. The toughest I suppose might be related to junior faculty having some problem with a chair and being afraid to say something. Or perhaps even being afraid to talk to other people in the department about a problem and having nowhere else to go but to me.

Q. What about any conflicts of interest if someone complains about one of your friends?

A. That's tough. If it came down to the fact that it couldn't be handled in a friendly manner, then I'd find someone else to handle it, but I can't think that this would really happen.

Q. What about administrators?

A. I feel certain that I could go to the administrators. But again, remember, all I'm pushing for is fairness in a hearing. I'm not saying, look you've got to give this guy a raise. I'm saying, reexamine, reopen this thing and really see why this happened and if necessary, convince a grievance panel.

Q. Won't there be times when you will simply have to tell a person, "I'm sorry, your case has no merit?"

A. I think I would advise a person that I thought they really had a weak case and that if it went to grievance, they probably would not win. But I'm going to offer help right up to the end, as long as they want it.

Q. It seems as though you will have to know about every university procedure, about everything that goes on?

A. Right. Luckily I am omniscient and omnipotent, and these are useful qualities. Seriously, I'm going to have to get all the procedures. That may be the first task.

Q. Who will evaluate how well you are doing?

A. I assume the senate executive committee and the president.

Q. How will they know?

A. I don't know how you evaluate the ombuds officer. I suppose if I'm not handling the situations well, administrators and faculty will start complaining.

Q. Where can people find you?

A. Just call 405-7876. My office is Room 4409, Math Building.

AIDS Response Fund Established

An AIDS Response Fund has been created to help assist members of the UMCP community living with AIDS or HIV, or who have family or close friends coping with the disease. Contributions from staff, faculty, students and alumni established the fund which can be used for a variety of needs, including transportation home to see a family member and long-distance telephone bills or to defray costs of cleaning services, a home healthcare worker, or groceries. Tax-deductible contributions to the fund can be made through the University of Maryland Foundation, Inc. Call 405-4631 for information.

Gene Barth: Making History Come Alive

For 24 years, Gene Barth has worked in the Physics Print Shop where he is print shop supervisor.

His nearly quarter century of experience there makes him something of a repository for the department's corporate memory. But it is the period between the French and Indian Wars and the end of the North American fur trading era in the mid-1800s and the day-to-day lives of the period's trappers, scouts and mountain men that sparks him.

Barth is deeply immersed in the historic re-enactment business.

A life-long hunter, he says he became increasingly disenchanted with modern, high power hunting rifles. He turned to the challenges posed by hunting with single shot, muzzle-loading, black powder-burning, flint-lock muskets.

He says he became interested in black powder shooting well before it gained widespread popularity during the American Revolutionary War Bi-centennial celebrations. His interest in and involvement with the history of the period was a natural outgrowth.

One of Barth's 18th century personae is that of a Virginia frontiersman, a Loyalist scout serving with the 71st MacKenzie's, a Scottish unit that fought with the British during the Revolution. He carries a .50 cal. Tennessee "poor-boy" muzzle-loading rifle, wears deer skin leggings, moccasins and a coyote-pelt hat, and affects such trappings as tomahawk and beads.

"I feel good about this outfit because all the paraphernalia are things I found in the woods or bartered for. The deer skins come from deer I shot and dressed out. I didn't go out and buy any of this stuff."

"Anybody with a pair of cowboy boots and blue jeans can pass as a Civil War re-enactor," he says of what has become an increasingly popular and historically demanding passion for many. "But you've really got to know what you're doing to outfit yourself for the Revolutionary and French and Indian Wars period."

Barth and his entire family take historical re-enactment seriously. His son, a freshman at UMBC, is a bagpiper for the 71st Frasers, another Scots Revolutionary War unit. An older daughter, a senior at the College of the Atlantic in Maine, plays what he euphemistically calls "a camp follower," and his wife and younger daughter take on the roles of frontier wife and daughter. His brother Terry, a campus police officer, also helps out by teaching a black powder shotgun class and visiting local schools dressed in buckskins.

Barth takes part in regional "rendezvous" re-enactments of the fur-trading era. Some 2,000 to 4,000 participants, all of whom must dress in pre-1840 style clothing, attend. Last summer the Eastern regional rendezvous was held on



Gene Barth

Martin's Mountain in Cumberland; this August it took place in the Finger Lakes region of New York State.

Barth also teaches a hunter safety course for the Natural Resource Police. Passing the course is required to obtain a hunting license. He also teaches an advanced black powder shooting class and, to make it more authentic, dresses as a Cumberland-based fur trapper on his way back to the mountains from Annapolis where he has sold his furs and purchased supplies.

He and his wife prepare a meal of deer meat stew, apples, homemade bread, coffee, honey and jerky for his students. "We want to give them a taste of what it was like

when their rifle (the single shot muzzle loader) was the firearm of choice," he says.

Barth also regularly visits area school classrooms, Cub Scout meetings, and summer camps where he explains what life in the 18th century was like.

"The school history books don't talk about the little things," he says. "What was everyday life like for the people of that time? I talk about basic survival by comparing life today with life 200 years ago. The schools just don't address these issues, and most teachers are tickled to death to have someone come into their class to talk about them."

Tom Otwell

Homecoming, Family Weekend to be Held Oct. 25-27

This year the university's Family Weekend will be held Friday through Sunday, Oct. 25-27 and will accompany Homecoming festivities.

Throughout the weekend, the parents and other family members of students will have the opportunity to attend one or more university classes, visit academic departments, tour library facilities and talk informally with faculty and staff about students, the academic environment and co-curricular life on campus.

"This weekend will provide parents and families with an opportunity to sample many of the programs and activities that the university offers its community," says university president William E. Kirwan.

The theme for the weekend is "The Flagship Campus: The Pride of Maryland." Activities will include a Maryland Seafood Celebration, "Nite Life" Comedy Night, Academic and Student Service

Information Fair, the annual Homecoming Parade, the Homecoming Football Game with the Maryland Terrapins tackling the Duke Blue Devil, the annual Tent Party following the football game, and Sunday brunch at President's Kirwan's. All faculty and staff are invited to bring their families and participate in Family Weekend activities, including both the Saturday brunch and the Sunday brunch at the president's home for the student discount rate of \$14 per person. For more information on Family Weekend activities or to receive a brochure, call 314-8428.

Also as part of the Homecoming festivities, the Class of 1941 will be holding its 50th reunion on Oct. 25 at the Greenbelt Marriott, and the Class of 1951 will be holding its reunion on Oct. 26 at the Center for Adult Education. The emeriti luncheon is Oct. 25 at noon at the Greenbelt Marriott. For more information on the reunions, call the Alumni Office at 405-4678.

Apply Now for Exchange Program with Peking University

Applications are now being accepted for the University of Maryland Exchange Program with Peking University for the 1992-1993 academic year. Applicants may be faculty members or students with or without knowledge of the Chinese language. For applications and information, call 405-4146.

ARTS

Lecture, Book Signing to Highlight Schoenbaum's Revised *Shakespeare's Lives*

Sam Schoenbaum, Distinguished Professor of Renaissance Literature at College Park and one of the world's great scholars on the life of William Shakespeare, will be discussing the revised version of his classic *Shakespeare's Lives* on Oct. 8 as part of a lecture series sponsored by the Smithsonian Resident Association Program. After the lecture he will be available to sign the revised book.

The lecture begins at 8 p.m. Oct. 8 in Baird Auditorium in the Natural History Building. His lecture is entitled "Shakespeare Through the Magnifying Glass of a Literary Detective."

Schoenbaum, who is the author of *William Shakespeare: A Documentary Life* and American Advisory Editor of the *Oxford Complete Works of William Shakespeare*, is especially fond of *Shakespeare's Lives*, which was originally published in 1970 and is a quest throughout history for Shakespeare the man.

"I have a certain affection for this book, itself," says Schoenbaum. "It was so much fun to write, and I



Distinguished Professor Sam Schoenbaum

hope that the pleasure I had in writing it shows."

The new abridged edition, which has been trimmed from 800 to some 600 pages, includes new

information "sprinkled here and there throughout the text."

"A lot has happened in 20 years," says Schoenbaum.

Shakespeare's Lives offers fresh and dramatic information about a host of controversial characters and incidents, as it spans four centuries and many lives, including those of Dr. Johnson, Coleridge, Keats, Carlyle, Hawthorne, Arnold, Wilde, Shaw, Freud, Joyce, and Malcolm X.

"This book covers all of humanity," says Schoenbaum. "To write a book that takes a subject of Shakespeare's time to this day, as well as dealing with major figures in literature, has been an awfully lot to dig into. But I've had a lot of enjoyment in writing this book."

Schoenbaum was appointed one of 12 Life Trustees for the Shakespeare Birthplace Trust at Stratford-on-Avon in 1984. He is also a trustee emeritus of the Folger Shakespeare Library, a former president of the Shakespeare Association of America and on the advisory committee of the Shakespeare Institute at Stratford-on-Avon.

Artist Scholarship Benefit Series Celebrates Tenth Anniversary



The Guarneri String Quartet is featured in the Oct. 19 concert.

It has become such an important part of the College Park cultural fabric that it is hard to believe that it is only ten years old. How did we ever do without it?

In its present form, the Artist Scholarship Benefit Series has been bestowing its dual blessings—world class performances by the university's multi-gifted music faculty and scholarships for students from the funds it raises—on the College Park community for the last ten years. Developed from an earlier program originally created by Paul Traver (Music), the series has been under the direction of Suzanne Beicken (Music) since 1981, and under her continuing leadership, it will branch out to reach new audiences this year.

Part of the branching out is through the diversity of programming. This year's series includes music for opera-lovers, chamber music fans and jazz aficionados.

And part of reaching new audiences is through actual geography. Four of the five concerts will be held in Tawes Recital Hall, as usual, but one of the concerts will be performed in the elegant Terrace Theater at the Kennedy Center.

Beicken is particularly pleased about the Kennedy Center concert. "It will be a music faculty showcase," she says. "I'm really excited about showing a larger Washington audience what wonderful artists we have at College Park."

The 1991-92 season showcases some of the university's outstand-

ing performers and includes the following concerts:

- A Guarneri String Quartet gala with Santiago Rodriguez, guest pianist on Oct. 19 at 8 p.m. in Tawes Recital Hall;

- The Maryland Opera Studio's productions of Vaughan Williams' *Riders to the Sea* and Weisgall's *The Stronger*, Leon Major, director and William Hudson, conductor on Nov. 24 at 3 p.m. in Tawes Recital Hall;

- Two performances of the ever-popular "Happy Birthday, Mozart" celebration featuring Thomas Schumacher playing Mozart's Piano Concerto in C Major, No. 21, K. 467 on Feb. 8 at 8 p.m. and Feb. 9 at 3 p.m.;

- The Tenth Anniversary Surprise Spectacular showcasing Department of Music faculty on March 31 at 8 p.m. in the Terrace Theater at Kennedy Center; and

- An Evening of Jazz with Ronnie Wells, Jazz Vocalist and Ron Elliston, Jazz Pianist on May 8 at 8 p.m. in Tawes Recital Hall.

Individual tickets are \$15 each (\$9 for students and senior citizens). Money-saving subscriptions for the full five concerts are \$65 each (\$38 for students and senior citizens). For a brochure and further information, call the Music Department Concert Office at 405-5548.

Beicken has clearly has enjoyed her ten years with the benefit series. "Providing outstanding concerts for the campus and community—what a great way to raise money for scholarships!" she says.

Linda Freeman

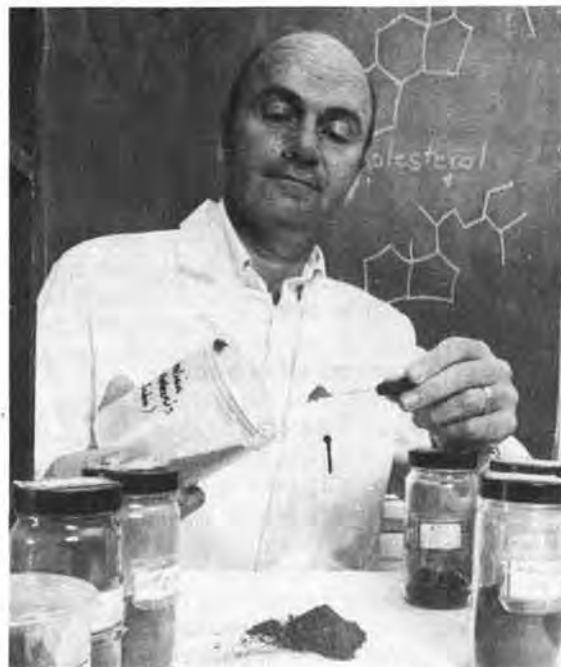


Santiago Rodriguez will be guest pianist with the Guarneri Quartet.

Tips on Trash

Acting Graduate Studies Dean Jack Goldhaber recently pointed out that one of the dangers of the new system of setting out trash in the halls for pick up is that curious people might go into the trash for information. Goldhaber suggests that before you leave your trash outside your door, you should remove all confidential material such as references to grades, potential exam questions, or personnel matters and dispose of them in a departmental shredder or in some other secure way.

Dietary Clues Can Boost Oyster Population



Glenn Patterson

As recently as the 1960s, the Chesapeake Bay surrendered a million bushels of oysters annually to watermen. Since then, the oyster harvest has fallen to current levels of less than 400,000 bushels per year.

What led to this decline? Scientists point to the sedimentation of oyster bars, changes in salinity, disease, overharvesting, nutrient additions to the bay, and oyster nutritional deficiencies.

While all of these factors have probably contributed to the oyster's downfall, it is the last item—oyster nutritional deficiencies—that has caught the inquisitive eye of botany professor Glenn Patterson.

Aided by a Maryland Agricultural Experiment Station grant, Patterson is investigating the relationship between dietary sterols and oyster growth rates.

Sterols, chemical compounds similar to cholesterol, are said to be present in every cell in our body; they play essential roles in humans and oysters alike.

"Over 95 percent of the sterols in humans is in the form of cholesterol," explains Patterson. "In oysters, cholesterol is about 30 percent of total sterols." But humans have the ability to build their own sterols from fats and other dietary components. Oysters, lacking this sterol synthesizing ability, are entirely dependent upon the microscopic algae that make up their diet.

Patterson began investigating sterol synthesis in algae about 30 years ago.

"I noticed in the (scientific) literature that oysters, mussels and other mollusks couldn't synthesize sterols," he says. "Being near the bay, I became curious about the relationship between an oyster's algal diet and its growth rate."

There are thousands of algal species in the Chesapeake Bay. Some are too large for filter-feeding oysters. Others, like microscopic diatoms, are the ideal size for filtration.

In all, perhaps several dozen algal species have been tested for their effectiveness as oyster food. Patterson, along with collaborator Gary Wikfors of the National Marine Fisheries Service, is in the midst of analyzing the sterol content of those species.

The pair's discovery of a match between rapid oyster growth and the presence of a beneficial type of sterol may indicate that an algae's success as an oyster food is linked to the presence of that kind of sterol.

Patterson sees various benefits from such a match. Since sterol composition is known to be similar in closely related species of algae, subsequent feeding studies could concentrate on those related species. And this research offers benefits for oyster aquaculture and wild stocks.

Oysters in the Chesapeake Bay usually take three to five years to reach the minimum market size of three inches. But oysters fed prepared food pellets only grow one-third that fast.

"This indicates that we don't fully understand oyster nutritional requirements," Patterson says.

"There is something missing in the diet that we're giving them."

He also notes that human nutrient additions to the bay—nitrogen, phosphorus and other chemicals—may have shifted the bay's algal composition.

These pollutants may promote the growth of weedy algal species not suitable for oysters, possibly at the expense of diatoms and other beneficial species.

"Thus the types of algae in the bay may be becoming less attractive to the oyster," notes Patterson. His research can help alleviate this problem in several ways.

"Once we know an oyster's sterol requirements, we may be able to supplement its diet, replacing what was lost by the unavailability of certain algae," he says. "We can also target for reduction the nutrients that detrimentally affect those algae that are crucial to the oyster diet."

Kevin Miller
MAES Science Writer

Finkelstein Awarded Japanese Society Fellowship

Barbara Finkelstein, professor in the Department of Education Policy, Planning and Administration and the Director of the International Center for the Study of Education Policy and Human Values, has been awarded a fellowship from the Japanese Society for the Promotion of Science.

The fellowship is Japan's highest research honor for foreign scholars.

During her tenure as a fellow in fall 1992, Finkelstein, who will be hosted by sponsoring professors at the University of Tokyo, will con-

tinue her exploration of classroom practices in a variety of Japanese educational settings with a particular emphasis on teacher-student relationships and the role of teachers as political, economic and intercultural stewards for the young.

Finkelstein will also lecture at selected universities on aspects of U.S. education history and policy. This is a singular honor for a foreign researcher and is reserved for a small number of "distinguished senior scientists" who have done

work of sufficient merit to invite cooperation with Japan's most distinguished researchers.

Finkelstein says that she sees the fellowship award as an opportunity to make conceptual advances in the evolving fields of comparative history and intercultural education policy.

"We are in the early stages of a reconstruction of traditional scholarly categories, which will integrate hitherto unimaginable dimensions into the way we think about our work and the world," she says.

Turbulence Research Lab Wins Grant

The Turbulence Research Laboratory of the Department of Mechanical Engineering has been awarded a \$248,600 equipment grant from the University Research Instrumentation Program of the U.S. Department of Energy's Office of Basic Energy Sciences.

Principal Investigators Jean-

Louis Balint, assistant research scientist, and James M. Wallace, mechanical engineering professor, will use the grant to build an integrated system that will enable three-dimensional visualization and reconstruction of images of marked structures in turbulent flows.

The system makes use of a high

power copper vapor laser light source, high speed camera and film analyzer, and a dedicated image acquisition and processing workstation. The College of Engineering will contribute \$50,000 to the project which is scheduled to begin this fall.

Graduate School Seeks Research Support Grant Applications

The Office of Graduate Studies and Research is seeking applications for the Biomedical Research Support Grant Program. There are two applications: one for equipment support, and the other for research support. The deadline for application submissions is Monday, Oct. 28 at 4 p.m. For more information, call Susan Zlotlow at 405-4177.

F.Y.I.



In Celebration of Our Community: Remarks by President William E. Kirwan

The following were the remarks made on September 24 at the President's Commission on Women's Affairs presentation of the Woman of the Year Award.

Each fall I look forward to this occasion as one of the year's real highlights. It affords the institution an opportunity to pay tribute to the significant contributions of the Woman of the Year; to highlight our institutional progress toward creating a truly equitable environment for women; and to welcome new women faculty and staff as colleagues to our community.

This year this event has a special meaning for me. We have all been distressed by the steady stream of bad news about our budget. Cuts in excess of \$12 million already this year—cuts that are on top of a \$26 million reduction last year; furloughs for members of the faculty and staff. The negative news has descended upon us at such a pace and with such volume that there is a sense in which we are numb, unable to comprehend fully how all of this will affect our lives and our institution.

But this event serves as an important reminder that our university and the values we hold dear have timeless qualities that transcend the vagaries of state budgets. There have been worse economic times in the institution's past; undoubtedly, there will be worse times in the future. What we

celebrate on this occasion are qualities that are eternal in nature.

We celebrate today the dedication and accomplishments of a person like Marilyn Berman. An individual who does what she does for this institution *not* because of resources, a person who gives of herself—not from the budget—to make this a more excellent place.

We celebrate today the commitment of this institution to a certain ideal that has nothing to do with money. It is an ideal that says we at College Park care about individual opportunity and accomplishment *irrespective* of gender or race. We at College Park affirm the dignity and value of each individual, *not* the irrelevant distinctions of our physical characteristics. We at College Park seek to be—independent of budgets—a community that nurtures and draws upon the talents of all its members without regard to considerations of race, gender, nationality or sexual orientation.

And, finally, we celebrate today the arrival of new members to this community—faculty and staff who bring fresh talent and new perspectives, people who have chosen to join us because they share our commitment to the ideals we hold so dear.

So this year, let me not review the impressive progress we have made on women's issues over the past year—though impressive it is. Rather, I would like to simply

express appreciation to individuals and groups whose dedication to principles and ideals enable the institution to advance even when resources recede: to Josephine Withers and the members of the President's Commission on Women's Affairs for the advice they provide me and for the leadership they bring to the campus; to the Greer Committee for its continuing oversight of our ambitious program to enhance opportunities for women at College Park; to Diana Jackson for agreeing to carry on the role so ably performed by Betty Schmitz and for developing such an impressive year-long agenda despite the reduction in our funding; and to all of you for your commitment to the change we intend to effect at College Park.

Today's celebration—coming at the height of our budget discontent—has given me a valuable perspective, a certain inner peace. Over time, our fiscal circumstances will rise and fall. But as long as we hold onto our institutional ideals of excellence, equity and opportunity we will have talented people like Marilyn Berman to celebrate and wonderful new faculty and staff to welcome to our midst.

So, even in the face of our fiscal misfortunes, let us rejoice today in the talent and dedication of our community *and* in what we stand for as an institution.

Some Good News... From Provost J. Robert Dorfman

The following is from remarks made by J. Robert Dorfman, vice president for Academic Affairs and provost, at the event honoring Marilyn Berman as College Park's Woman of the Year on September 24.

It seems as if all the news we are hearing lately is bad. So, it is an especial pleasure for me to note that the preliminary figures on our hiring for the 1991-92 academic year show that almost exactly one-half of new tenured and tenure-track faculty are women. Last year, women made up about one-third of new hires. Of the total 25 newcomers, 12 are women....

We have very few new administrators this year, probably a good sign in these difficult times. I would like to single out Acting Dean of Education, Jean Hebel.

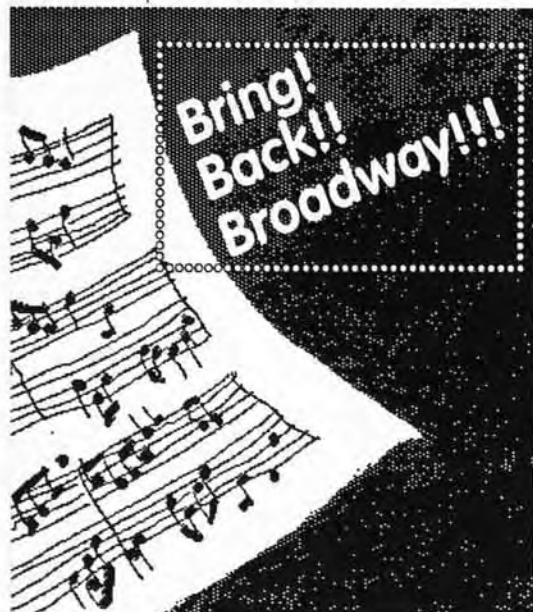
Many of our departments are under the capable guidance of women Acting Chairs, and...I will say thank you for accepting the challenges of administration at this time.

Last year, I noted that our promotion figures did not imitate our hiring initiatives. This year, we did better. Eleven women, or just under 30 percent of the total, were promoted to full professor. Eight women, or 42 percent of the total were promoted to associate professor. These percentages reflect a generally upward trend.

Given the present budget situation, none of us can with certainty make promises about the future. But the budget does not and cannot and will not be permitted to affect the principles underlying our actions. We *will* continue our

efforts to secure full representation for women across campus, and in the highest academic positions in the disciplines. We *will* continue our efforts to expand the curriculum. We *will* continue to ask tough questions and seek honest answers about the historical exclusion of women's perspectives, knowledge and achievements from the overriding value system of our society. We *will* hold ourselves to the highest standards of intellectual discourse and freedom of expression. Those goals are not trapped within the state-supported budget, and we can carry them out despite financial setback. But they are collective goals. Administrations may state them, but the work of realizing them is carried out across the campus, and by all of you.

CALENDAR



University Theatre opens its season this week with a musical review of classical Broadway theater. See listing for Oct. 10 for details.

OCTOBER 7-16

7 MONDAY

Parents' Association Art Gallery Exhibit: "Honoring the Chesapeake: Art, Science, and Ecology," featuring the lithograph drawings of Neil Harpe, today-Oct. 25, Parents' Association Gallery, Stamp Student Union. Call 4-2787 for info.

Eighth Annual Faculty and Staff Convocation, to inaugurate the 1991-92 academic year and to recognize faculty and staff accomplishments, 3 p.m., Memorial Chapel. Call 5-4637 for info.

Horticulture Seminar: "Sink Metabolism in Sucrose Accumulating Wild Tomato Species," John R. Stommel, USDA-ARS, Beltsville, 4 p.m., 0128B Holzapfel. Call 5-4336 for info.

"Computer Science at College Park" Colloquium: "Lower Bounds for Parallel Computation," Faith Fich, U. of Toronto, 4 p.m., 0111 Classroom Bldg. Call 5-2737 for info.

Entomology Colloquium: "Phylogenetic Analysis of the Moth Chorion Gene Family," Brian Wiegmann, 4 p.m., 0200 Symons Hall. Call 5-3911 for info.

Maryland Water Resources Research Center Seminar: "Climate Change," Joel Smith, U.S. EPA, 4-6 p.m., 3103 Chemistry. Call 5-6829 for info.

8 TUESDAY

Ecology, Evolution and Behavior Colloquia: "Sex, Voles and Videotapes: An Analysis of Pair Formation in Prairie Voles," Jessie Williams, Zoology, noon, 1208 Zoo/Psych. Call 5-6940 for info.

Physics Colloquium: "QED and Nuclear Physics," Thomas Cohen, 4 p.m.; refreshments, 3:30 p.m., 1410 Physics. Call 5-5953 for info.

Committee on the History and Philosophy of Science Colloquium: "Species Multiplication by Hybridization: A Contribution to the History of 19th Century Evolutionary Theory," Robert Olby, U. of Leeds, 4 p.m., 1238 Zoo/Psych. Call 5-5691 for info.

Annual Adult Health and Development Program Annual Awards Ceremony, 6-8 p.m., Gold Room, Sam Rayburn Office Bldg., Capitol Hill. Call 5-2529 for info.

9 WEDNESDAY

Women's Forum Second Annual Conference: "Women Making a Difference," 8:30 a.m.-4 p.m., Towson State U. Call 405-4182 for info.

Employee Development Seminar: "Overview of Financial and Business Services," 9 a.m.-2 p.m., Training Room, Administrative Services Building. Call 5-5651 for info.

Computer Science Center Distinguished Lecture: "Envisioning Information," Edward Tufte, Yale U., and author *The Visual Display of Quantitative Information*, 10:30 a.m.-noon, Adult Education Center Founders Room. Call 5-2950 for info.

Instructional Television System Live Broadcast: "Real-Time System Design," 11 a.m.-5 p.m., ITV Bldg. Call 4-4905 for info.

Counseling Center Research and Development Meeting: "Americans with Disabilities Act: Accessibility Guidelines for Buildings and Facilities," Marsha Mazz, Architectural and Transportation Barriers Compliance Board, noon-1 p.m., 0106-0114 Shoemaker. Call 4-7691 for info.

Molecular and Cell Biology Seminar: "Eastern Equine Encephalomyelitis Virus: Ecology and Evolution of Mosquito Transmission," Tom Scott, Entomology, 12:05 p.m., 1208 Zoo/Psych. Call 5-6991 for info.

10 THURSDAY

Employee Development Seminar: "English Refresher," today and tomorrow, 9 a.m.-4 p.m., Training Room, Administrative Services Bldg. Call 5-5651 for info.

Meteorology Seminar: "Hydrological Consequences of the 1988 Drought in the Mid-West," Karen Prestegard, Geology, 3:30 p.m., 2114 Computer and Space Sciences; refreshments, 3 p.m. Call 5-5392 for info.

Committee on the History and Philosophy of Science Colloquium: "Research Schools of Molecular Biology—U.S., U.K., and France," Prina Abir-Am, Johns Hopkins U., 4 p.m., 0201 Computer and Space Sciences. Call 5-5691 for info.

Space Science Seminar: "Time Variability in Jovian Magnetosphere," Alex Dessler, Rice U., 4:30 p.m., 1113 Computer and Space Sciences. Call 5-6226 for info.

University Theatre: Bring Back Broadway, songs from dozens of Broadway musicals, Oct. 10-12 and 17-19 at 8 p.m.; Oct. 13 at 2 p.m., Tawes Theatre. \$10 standard admission; \$8 students and seniors. Call 5-2201 for info.

University of Maryland Symphony Orchestra Concert, William Hudson, director, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

11 FRIDAY

Geology Seminar: "High Pressure Phase Transitions from First Principles," Ron Cohen, Geophysical Laboratory, Washington, D.C., 11 a.m., 0105 Hornbake. Call 5-4089 for info.

Grants Workshop, sponsored by Graduate Studies & Research, noon-2 p.m., 2118 Lee Building (conference room), bring brown bag lunch; drinks provided. Call 5-4175 for info.

Speech Communication Colloquium: "The Language of Consultation: In Search of a Research Paradigm," Sylvia Rosenfield, Counseling and Per-

sonnel Services, noon, 0147 Tawes Fine Arts. Call 5-6524 for info.

Mental Health Service Lunch 'n Learn Seminar: "Family, Community and the Therapist's Response to an Individual's Experience to Terror," Jeffrey Jay, psychologist, 1-2 p.m., 3100E Health Center. Call 4-8106 for info.

Women's Volleyball Maryland Invitational, 1-7 p.m., Cole Field House. Call 4-7070 for info.

University Theatre: Bring Back Broadway, songs from dozens of Broadway musicals, 8 p.m., Tawes Theatre (see Oct. 10 for details).

12 SATURDAY

Men's and Women's Cross Country, Maryland Open, 10 a.m. Call 4-7070 for info.

Women's Field Hockey vs. Rutgers, 1 p.m., Astroturf Field. Call 4-7070 for info.

University Theatre: Bring Back Broadway, songs from dozens of Broadway musicals, 8 p.m., Tawes Theatre (see Oct. 10 for details).

Concert Society at Maryland, Kalichstein-Laredo-Robinson Trio, 8 p.m., Adult Education Center. Call 80-4240 for info and reservations.

13 SUNDAY

University Theatre: Bring Back Broadway, songs from dozens of

Maryland Symphony Orchestra Begins Season with Beethoven

On Thursday evening, Oct. 10 at 8 p.m., the University of Maryland Symphony Orchestra, under the direction of William Hudson, will present a concert in Tawes Recital Hall. Two concert favorites will be featured on the program: Beethoven's Symphony No. 3, "Eroica," and Schumann's Symphony No. 8, "Spring." No tickets are needed for this free concert. For information call the Music Department Concert Office at 405-5548.

Broadway musicals, 2 p.m., Tawes Theatre (see Oct. 10 for details).

Women's Soccer vs. Berry, 3 p.m., Denton Field. Call 4-7070 for info.

14 MONDAY

"Writers Here and Now" Reading: Miroslav Holub, 3:30 p.m., 1120 South Campus Surge Building. Call 5-3819 for info.

Horticulture Seminar: "Orchard Floor Management: Present and Future Prospects," David Michael Glenn, USDA-ARS, Kearneysville, WV, 4 p.m., 0128B Holzapfel. Call 5-4336 for info.

Entomology Colloquium: "Natural Selection of Plant Resistance to Herbivores in *Datura stramonium*," Juan Nunez-Farfan, Universidad Nacional Autonoma de Mexico and Harvard U., 4 p.m., 0200 Symons. Call 5-3911 for info.

Maryland Water Resources Research Center Seminar: "Recreational Fisheries," William Goldsborough, Chesapeake Bay Foundation, 4-6 p.m., 3103 Chemistry. Call 5-6829 for info.

Friends of the Maryland Summer Institute for the Creative and Performing Arts Recital: "Five Hundred Years of Spanish Music in the Americas," classical guitarist David Burgess, 8 p.m., Tawes Recital Hall. Call 5-7528 for info.

15 TUESDAY

Campus Recreation Services Intramural Entries Open, One-on-one basketball, 8:30 a.m., 1104 Reckord Armory. Call 4-7218 for info.

Employee Development Seminar: "How to Motivate the Unmotivated Employee," 9 a.m.-4 p.m., Training Room, Administrative Services Bldg. Call 5-5651 for info.

Ecology, Evolution and Behavior Colloquia: "DNA Fingerprinting and Parentage Testing in Primates," Mark Weiss, Wayne State U., noon, 1208 Zoo/Psych. Call 5-6940 for info.

Physics Colloquium: "Ultra High Energy Radiation from Point Sources: Current Problems," Guarang Yodh, U. of California at Irvine, 4 p.m.; refreshments, 3:30 p.m., 1410 Physics. Call 5-5953 for info.

Office of Undergraduate Admissions College Search Informational Meeting, for faculty/staff parents and their high school children, 4:30-6:30 p.m., Prince George's Room, Stamp Student Union. Call 4-8381 for info.

16 WEDNESDAY

Employee Development Seminar: "Strategies to Enhance Your Career and Image," today and tomorrow, 9 a.m.-4 p.m., Training Room, Administrative Services Bldg. Call 5-5651 for info.

Center for Teaching Excellence Conversations About Teaching: "Engagement and Instruction in Cooperative Learning," Ben Shneiderman, Computer Science, noon-1:30 p.m., Maryland Room, Marie Mount. Call 5-3154 for info.

Theatre Educational Enhancement Program: "Sounding the Arts and Humanities," symposium on ideas, issues and history of *Bring Back Broadway*, noon, 1102 F.S. Key. Call 5-2201 for info.

Counseling Center Research and Development Meeting: "A Psychosocial Model for Counseling the HIV-Infected Child," Mary Ann Hoffman, Counseling and Personnel Services, noon-1 p.m., 0106-0114 Shoemaker. Call 4-7691 for info.

Men's Soccer vs. UDC, 3 p.m., Denton Field. Call 4-7070 for info.

Center for International Business Education and Research (CIBER) Seminar: "Ethiopia: Current Conditions and Development Opportunities," Lemma Senbet, 3-5 p.m., 1109 Adult Education Center. Call 5-2136 for info.

Campus Club Meeting, to discuss University College and the Adult Education Center programs, 7:30 p.m., Rossborough Inn. Call 445-0020 for info.

Architecture Lecture, Adam Gross, architect, Ayres Saint Cross, Baltimore, on recent work, 7:30 p.m., Architecture Auditorium. Call 5-6284 for info.

Twentieth Century Ensemble Concert, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

* Admission charged for this event. All others are free.



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On Oct. 12 at 8 p.m. in the Adult Education Center, The Concert Society at Maryland presents the Kalichstein-Laredo-Robinson Trio, three internationally-acclaimed artists who tour together briefly each year. Their all-Russian program will feature music by Tchaikovsky and Shostakovich. Ticket prices are \$17 standard admission, \$14.50 seniors and \$5 students. Call 403-4240 for information.